

**Minutes
November 17, 2003
Holiday Inn SeaTac
SeaTac Room**

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Members Present: Carolyn Bradley, Chair
Carol Coar
Sheila Fox
Gloria Mitchell
Helen Nelson-Throssell
Ron Scutt
Dennis Sterner
Bev Cheney
Ken Evans
Tim Knue
Kathryn Nelson
Martha Rice
Karen Simpson
Yvonne Ullas

Members Absent: Terry Bergeson
Rebecca Bowers

Staff Present: Jennifer Wallace
David Anderson
Pamela Abbott
Lin Douglas

APPROVAL OF MINUTES

The minutes of the September 30, 2003 meeting were approved.

EBI SURVEY RESULTS: ALTERNATIVE ROUTE PROGRAM COMPLETERS

Lin Douglas, Director of Alternative Routes provided the EBI Survey Results for members.

The survey data revealed:

1. A high degree of overall satisfaction with the program by four out of five of the programs. The mean score for the University of Washington-Seattle program was low (3.14 on a seven point scale).
2. When comparing mean scores for the five alt route programs with mean scores for three traditional programs, an alternative route program ranked highest for all four factors on the survey.
3. Support for discontinued funding support for the University of Washington-Seattle program.

FALL POLICY FORUM DEBRIEF

Members discussed the policy forum and the draft summary report. Many members expressed a desire to hold a forum annually. The Board secured additional funding from the National Commission on Teaching and America's Future to co-host the forum and from Washington Mutual to produce a summary report. If the Board decides to host this forum annually it will significantly impact the budget and fiscal priorities.

PESB PRIORITIES AND WORKPLAN

The Board reviewed the PESB Future Priorities Workplan document and broke into groups to prioritize the workplan.

Each group shared their priorities, new ideas and concerns about ongoing projects. Below are the issues/priorities identified by these groups.

- Recruitment of highly qualified teachers
- Look at severe shortage areas including ESAs and non-teaching educators
- High quality mentoring
- Link Systems - make sure emphasis is on all educators not just teachers
- Principal preparation/leadership development
- Reading preparation
- Online teacher preparation
- Communication
- Alternative routes
- Advisory role
- Compensation/retirement issues
- NCLB - is it driving our work?
- Teacher evaluations
- State Board of Education – need to be more intentional about reporting to them

FUTURE MEETING DATES

MOTION: *To hold all future PESB meetings beginning on the 2nd Tuesday of every other month for two days beginning September 14th, 2004. Motion withdrawn.*

MOTION: *To postpone the discussion on meeting dates. Motion carried.*

PESB 2003 ANNUAL REPORT

The Board reviewed and suggested changes to the 2004 draft annual report. Jennifer will make changes and provide a new draft for the board to review and approve on the 18th.

EXECUTIVE DIRECTOR REPORT

Supplemental Budget Request

Jennifer reviewed the PESB supplemental operating budget request. The grant received from the Fund for Improving Post-Secondary Education (FIPSE) allowed the Board to fund some mentor stipends but did not allow for the funding of intern stipends. The Board will be asking for additional funding for 75 interns and 45 mentors in the alternative routes program for next year.

Cross Credentialing

The Board may be asked about allowing community college professors to teach in the high schools and providing these professors with cross-credentials. The Elementary

and Secondary Education Act may not allow this to happen. Jennifer will participate in upcoming meetings and will keep the Board updated on the issue.

Potential Request

The Board may receive a request from the Governor's office to research reading preparation for teachers.

Alternative Routes Program Director

Jennifer provided a revised job description for the director of Alternative Routes.

PUBLIC COMMENT

No public comment.

UPDATE: ALTERNATIVE ROUTES FOR ADDING ENDORSEMENTS

Dr. Doug Lamoreaux, Washington Association for Colleges of Teacher Education President, presented a model for adding an endorsement that WACTE is willing to support. It contains elements similar to those found in the professional certificate process. Dr. Lamoreaux indicated that the capacity of the preparation programs to serve teachers through this model should not be an issue because the process framework is already in place.

MOTION: *To present to the State Board of Education a process under consideration for adding endorsements along with a timeline of refinements and to present a final recommendation to the State Board at their March 2004 meeting. Motion carried.*

Questions/Concerns/Requests for the subcommittee to address:

1. Are the endorsements appropriately aligned?
2. How would a "free agent" (someone not hired in a district) meet the requirements?
3. How can we move forward when all of the Praxis II tests haven't been validated? What is the timeline for validation?
4. Are we recommending a timeline for implementation category by category of endorsement?
5. District or ESD person – option to go either way
6. Are there advantages/disadvantages of district v. ESD serving as the oversight body.
7. Are we going to provide time for the associations to comment? Board would like documented comments from each association.
8. Can we obtain additional input from rural districts?
9. Would like to see in writing, how a CLIP and PIP might be developed and how relationships in a district might be developed to allow a person who is teaching biology earn a chemistry endorsement.
10. What would the fee be?

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ANNOUNCEMENTS

Board members discussed meetings they have attended over the past months in which they have represented the PESB.

ANNUAL REPORT

The Board reviewed the changes to the draft annual report.

The Board reviewed the workplan and suggested changes. Dennis Sterner suggested the Board use higher education resources to help with research topics on the workplan.

MOTION: *To approve the 2003 annual report with edits to be made by the executive director. Motion carried.*

ALTERNATIVE ROUTE PARAEDUCATOR EMPLOYMENT ISSUES

Hertica Martin (Tacoma School District), Bruce Ullock (Tacoma School District), Ann Hutchison (ESD 112), Lucinda Young (Washington Education Association) and Lorri Herrmann (Vancouver School District) participated in a panel discussion about the employment issues facing alternative route interns.

Tacoma – 2002-2003

- The district and interns paid their portion of the benefits package.
- Seven of the ten alternative route participants were hired by Tacoma School District for the 2003-2004 school year.
- Two Transition to Teaching participants were hired for the 2003-2004 school year.

Tacoma 2003-2004

- The district is not as intimately involved in the process this year.

- Instead of involving the district in the selection process, the higher education partner provided a list of enrolled participants to the district for placement.

Tacoma suggestions:

- Standardization across the partnerships with respect to the intern/mentor job description and selection process.
- More district involvement in the selection process and program.
- Would like to know if funding is secured earlier in the process to avoid trying to find mentors in the summer.
- Statewide incentive program for people getting endorsed in special education.
- More financial support for the interns.
- Would like to see higher education programs encourage the interns to obtain multiple endorsements.
- Bruce Ullock would like to see all alternative route participants receive endorsements in special education and require them to serve as a special education teacher as a condition for receiving the grant. He feels this would benefit the entire system.

SW Washington Consortium

There are 30 districts in the SW Washington consortium and they focus on special education only. During the screening process, the SW Consortium tried to make sure the candidates were employed with the district already or had enough financial resources to volunteer their time. The program really helped the rural and remote districts fill their needs and grow their own staff. The ESD has found that it works best to have the paraeducators become employees of the ESD.

Each district was given the opportunity to handle the employment issues for their paraeducators.

- Some districts granted a leave of absence (LOA)
- Some districts granted limited LOAs
- Some districts paid benefits
- Some made the intern pay a COBRA rate to obtain their benefits
- Some districts didn't want to pay the paraeducator in the role of a teacher

Last year the program had 26 candidates enrolled in the program. Of the 26 enrolled, 25 graduated and were employed, 24 were employed in the ESD 112 region.

ESD 112 2003-2004

- ESD 112 has 15 candidates enrolled in the alternative routes program.
- ESD 112 also has a program called Incentives. The Incentives program provides career and educational opportunities to special educators through allocation of Conditional Awards in Special Education (CASE).

ESD 112 Suggestion:

- Create a job description for a teacher intern and determine if the job will fall under the Public School Employees union or the Washington Education Association union.

Vancouver School District (SW Washington Consortium)

Vancouver School District had 20 applicants for the alternative routes program. The building administrators had to recommend the candidate for participation. Of the 20 applicants, four were accepted into and participated in the alternative routes program. Three were hired for the 2003-04 school year as special education teachers at the secondary level in Vancouver and the fourth was hired in an outlying area.

Vancouver Suggestions:

- More monetary support for the participants.

Washington Education Association (WEA)

Lucinda Young explained there are different rules with regard to bargaining for the classified and certificated staff in Washington State. Depending on the job description, the Public Employment Relation Commission (PERC) governs the bargaining structure.

WEA could recommend language to have placed in the bargaining agreements for professional growth opportunities such as the Alternative Routes to Teacher Certification Program.

Lin Douglas

One of our goals is to bring more standardization to the programs. We would like to establish some sort of formalized governance structure at ESD 112 and PSESD. Beginning in January you will see greater effort directed towards this.

UPDATE: WEST-B

There are 2100 people registered to take the WEST-B in November.

The Technical Advisory Committee was asked to review data from the first year and give us advice about the current policies. They have concluded the following:

1. It is reasonable for the candidates in Washington State teacher preparation programs to take the WEST-B because the intent of the law is to provide a uniform requirement for all candidates entering programs.
2. The Board may want to consider exemptions for those teachers applying from out-of-state for a Washington teaching certificate who have already taken and passed the CBEST or the PRAXIS I.

MOTION: *To consider exemptions for out-of-state candidates and for a discussion to take place at the January PESB meeting. Motion carried.*

PUBLIC COMMENT

Lucinda Young from WEA gave public comment on the work of the Board.

Basic Skills Test Exemptions – WEA supports exemptions from the WEST-B based on passage of other similar tests such as the CBEST or the Praxis I.

Endorsement Issue – Lucinda encouraged the PESB to take the process slowly so that all the questions are resolved prior to making recommendations to the State Board of Education. She asked the PESB to consider:

- The cost of the tests on top of taking additional coursework.
- Voluntarily seeking endorsements versus being told you must obtain an additional endorsement.
- Those seeking an endorsement from a college or university other than where they received their teaching degree.

Ms. Young informed the board that under ESEA it is still possible for a teacher who is teaching out of endorsement to be deemed highly qualified using a process of evaluation by the building principal.

Compensation Structure – When making any recommendations about a change to Washington's compensation structure, please keep in mind that the state finance structure that the state works under must be changed at the same time.

Teacher Evaluation – Every teacher in the state of Washington must be evaluated on a yearly basis. Be very careful in proposing WAC language because it will affect districts differently. The evaluation tool has two purposes.

1. To inspire the teacher to be the best they can be; and
2. To fire a teacher.

UPDATE: PRAXIS II / WEST-E

Consideration of Rule Change

MOTION: *To consider the 1 year extension for out of state candidates to take the WEST-E with a decision to be made at the January PESB meeting.*
Motion carried.

Out-of-State Endorsements

WAC provides authority to the Washington State certification office to provide out-of-state endorsements to people who have been certified to teach in other states under endorsements for which Washington does not have a matching endorsement.

In 2005, when passing the Praxis II tests in order to be certified becomes a requirement, the state will be faced with what to do with these people. One of the possible courses of action would be to have these people apply for a Washington State endorsement which would require a change in Washington State rules. Another course would be to require these people to take a PRAXIS test if they have not already taken one. Of course, each person applying for certification from out-of-state would be allowed to take up to a year to take and pass the appropriate PRAXIS test or tests.

The endorsement subcommittee will look into this issue and update the Board at future meetings.

Bilingual Test Options

There are 4 options for the board to choose from for teacher candidates to be certified as language proficient. The Board discussed the four options below and requested the endorsement subcommittee obtain additional information and for staff to start the rule making process.

Option 1 – Take and pass the American Council of Teacher of Foreign Language (ACTFL) test in addition to the ESL Praxis II test.

Option 2 – Require all candidates for Bilingual be certified as proficient in another language by a state approved program (in or out of state).

Option 3 – Allow candidates completing a state approved bilingual program in Washington to be certified as language proficient by the program, and require passing of an ACTFL test by out-of-state candidates for a bilingual endorsement.

Option 4 – allow candidates completing a state approved bilingual program in Washington and out-of-state candidates to be certified as language proficient by the program. Or pass an ACTFL test or equivalent test.

Dance Portfolio Update

In September there was a meeting with the preparation programs to outline a portfolio and what would be products. A meeting is scheduled for November 24, which will include dance teachers from Vancouver. The purpose of the meeting is to refine the list of products and begin to develop a scoring rubric for the products.

ADJOURNMENT

The chair called for adjournment at 2:30.

NEXT MEETING

The next meeting of the Professional Educator Standards Board will take place in Olympia on January 6-7, 2004 at the Red Lion Hotel.